 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting People and Organisational Development Committee</p> <p>Date of Meeting 17 February 2025</p> <p>Agenda item: 4</p>
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Gender Pay Gap Report and WRES Update

Executive lead:	Neil Lewis, Director of People & OD
Author:	Sarah Brewer, Head of Employee Experience

Approval/Scrutiny route:	Business Executive Team – January 2025 People & OD Committee – February 2025
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Purpose
The purpose of this paper is to provide a summary of the findings and background explanation to accompany PHW’s Gender Pay Gap Report 2023-24 and an update on the Workforce Race Equality Standard (WRES).

Recommendation:				
APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>

The People & OD Committee are asked to:

- **Approve** the Gender Pay Gap Report 2024 for publication.



Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives
Strategic Priority/Well-being Objective	Choose an item.
Strategic Priority/Well-being Objective	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	No EHIA is required as this work specifically addresses identified inequalities and mitigating actions
Risk and Assurance	As a Public Body, we are legally obligated to publish information about our Gender Pay Gap. We are also expected to address inequalities raised in our WRES feedback. Failure to do this would link to risk number 727: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities.
Health and Social Care (Quality and Engagement) (Wales) Act	Clearly setting out the work undertaken and how this fits with our strategic priorities helps to make links between work programmes and provide a better quality of service.
Financial implications	There are no financial implications other than translation of the GPG report
People implications	People implications include opportunities and development for the groups where inequalities have been identified in order to level the playing field.



1. Purpose / situation

The purpose of this paper is to provide a summary of the findings and background explanation to accompany PHW's Gender Pay Gap Report 2023-24 and Workforce Race Equality Standard (WRES) and seek approval for the Gender Pay Gap Report 2024 for publication.

In March 2017, the Gender Pay Gap Reporting Regulations came into force, requiring organisations with 250 or more employees to publish and report specific figures about their gender pay gap. Although these regulations were enforceable for organisations in England, Public Health Wales, along with several other organisations in Wales, took the step to publish their Gender Pay Gap information in order to be open and transparent.

To demonstrate openness and transparency we have also published our Disability and Ethnicity Pay Gap Data for the past three years.

2. Description/Assessment

This year, we have once again appointed an external consultancy firm, Incomes Data Research (IDR), to undertake a full equal pay audit, encompassing pay gap information for Gender, Disability and Ethnicity. The purpose was to enable us to identify and understand any issues at a more granular level in advance of the future legal requirement to publish data as part of the Welsh Government's Anti-Racist Wales Action Plan, and Disability Action Plan.

Key findings from the report are as follows:

- The mean Gender Pay Gap (the most used GPG figure) has increased from 13.8 % in 2023 to 14.5% in 2024. The median gender pay gap has increased significantly from 6.4% to 17%.
- However, the gender pay gap remains below levels seen prior to 2022.
- The primary cause of our gender pay gap is the greater representation of men in the highest quarter of earners.
- In 2024 the percentage of men in the lower middle quarter has increased from 24.6% to 25.7%, however the number of men in the middle upper quarter has also increased from 26.5% to 29.2%.
- There are also higher numbers of men coming into the organisation in senior roles than is desirable to move the GPG in the direction we want it to go. Specifically two men have been recruited into the Corporate Directorate, both on high salaries, which has caused a change in the figures.
- The gender pay gap at Public Health Wales is in favour of women until pay band 7. From this level onwards a gender pay gap emerges and widens



progressively through the bands. It's not just that there are more men in higher bands, it's also that they are paid more within those bands.

- The indicative mean pay gap between white and Black, Asian and Minority Ethnic staff has changed from -8.5% in 2023 to -2.5% in 2024 in favour of Black, Asian and Minority Ethnic staff and the median pay gap has remained the same at 2.3% in 2024.
- The mean disability pay gap has increased from 1.5% in 2023 to 5.4% in 2024, with the median gap falling from 3.8% in 2023 to 2.3% in 2024. It is important to note that declaration rates remain low for this protected characteristic meaning it is not as reliable as other statistics. The most impactful action that could be taken in terms of disability is to increase declaration rates.

POD are awaiting confirmation of a date to discuss the additional actions proposed for 2025-2026 in response to GPG, WRES (see below) and other workforce analyses. One would be hardwiring EDI data into PHW and directorate level mid and end of year review process to drive a focus on it.

As in previous years, our Gender Pay Gap must be published before 31 March 2025 in line with the Gender Pay Gap Reporting Regulations. The intention is to publish this Gender Pay Gap Report on our website, as well as the Government's Gender Pay Gap reporting portal.

Workforce Race Equality Standard (WRES)

In July 2024, we were given feedback on the data submitted to Welsh Government on the WRES. The report included the following three areas and recommendations for action which will need to be monitored regularly:

1. Progression of ethnic minority staff to senior grades

- Executive members to have specific measurable inclusion objectives to which they will be individually and collectively accountable.
- talent pipeline management.
- embed fair and inclusive recruitment processes.
- implement appropriate induction and onboarding processes for internationally recruited staff.
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2. Likelihood of ethnic minority staff being appointed after shortlisting

- structured interviews, independently scored.
- use of positive action when needed.
- including at least minimum number of minoritised individuals at interview.
- supporting staff who fail an interview with reapplication.






3. Poor levels of declaration of ethnicity, especially by senior staff

- set targets for declaration for all staff, including specifically senior members.



- programmes to drive increased self-declaration via payslip, outreach, etc.

3.1 Well-being of Future Generations (Wales) Act 2015

Hirdymor		Long Term	The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future
Atal		Prevention	Taking action to address the Gender Pay Gap and WRES recommendations will prevent the gap from widening and help us to achieve fairer pay, structures and outcomes.
Integreiddio		Integration	The work focuses on all of the Well-being goals, in particular, a more equal Wales.
Cydweithio		Collaboration	There are examples given in the report showing collaborative working between different parts of the organisation, and our staff networks.
Cynnwys		Involvement	The action plan on the Gender Pay Gap and also the WRES was developed following a round table discussion with the Staff Diversity Networks.

3. Recommendation

The People & OD Committee are asked to:

- **Approve** the Gender Pay Gap Report 2024 for publication.